

INDIVIDUAL ASSIGNMENT AND INVENTOR'S DECLARATION

(with Priority Rights)

I/we verify believe I am/we are the original, first and sole/joint inventor(s) of the subject matter which is embraced by and for which a patent is sought on the invention entitled:

MECHANICALLY FROTHED AND CHEMICALLY BLOWN POLYURETHANE FOAM

which invention was made and invented by me/us out of and in the course of my/our employment with my/our respective employers as stated below my/our name(s). I/we acknowledge that I/we hold the invention and all patent and other rights and powers obtainable or exercisable in respect thereof in trust for our respective employers. As trustee(s), and for good and valuable consideration and/or the remuneration received for my/our work, I/we sell, assign and transfer unto:

THE DOW CHEMICAL COMPANY
2030 Dow Center, Abbott Road,
Midland, Michigan 48640
United States of America

a corporation organized and existing under the laws of **the State of DELAWARE, U.S.A.**

(hereinafter referred to as the "Assignee"),

my/our entire right, title and interest throughout the world, in and to the invention and all rights and powers to make applications, including provisional applications when permitted by law, for Letters Patent in its own name, or in the name of its designee (or nominee(s)); and all rights and powers to file any corresponding or equivalent applications in any and all countries, including all rights to claim priority under all United States domestic laws, International Convention(s) and Treaties in the name of Assignee, and do hereby authorize Assignee or its designee to insert here the

Application No. _____

Filing Date _____

in country _____

of the application, on which the claim for priority will be based, and in and to any Letters Patent that may be issued for the invention in any and all countries. I/we do hereby agree to assist Assignee in the prosecution of the application(s) and in any interference, conflict, opposition or litigation which may arise involving the invention or the patent or patents thereon, and to execute for any and all countries any document relating to applications derived from, corresponding to or equivalent to the above identified application as Assignee may request; and I/we do hereby authorize Assignee or its designee (or nominee(s)) to insert here any corresponding equivalent

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in country _____

to the above Priority application of any country where that country's patent property must be identified and entered hereinabove for recordal of this Assignment. I/we authorize Assignee or its designee to translate this Assignment into all languages necessary and we request that any such Letters Patent be issued to Assignee; and consent to the recordal of this Assignment, or a Notarial True Copy thereof, being under covenant not only that I/we have full power to make the same, but also that such assigned rights are not encumbered by any grant, license, or other right heretofore given

Subscribed and Declared by me/us:

At _____
this 31 day of January, 1996
Effective as of January 19, 1996
Signature Daniel W. Kazmierski
Full Name: Daniel W. Kazmierski
Residence: 766 Tibbs Bridge Road
Chatsworth, GA 30705
Country: United States of America
Citizenship: United States of America
P.O. Address: Same as Residence
Employed By: Custom Coating
Of Country: United States of America

At _____
this 6th day of February, 1996
Effective as of January 19, 1996
Signature Randall C. Jenkins
Full Name: Randall C. Jenkins
Residence: 1927 Canterbury Lane
Dalton, GA 30720
Country: United States of America
Citizenship: United States of America
P.O. Address: Same as Residence
Employed By: The Dow Chemical Company
Of Country: United States of America

At _____
this day of , 19
Signature _____
Full Name _____
Residence _____
Country _____
Citizenship _____
P.O. Address _____
Employed By _____
Of Country _____

At _____
this day of , 19
Signature _____
Full Name _____
Residence _____
Country _____
Citizenship _____
P.O. Address _____
Employed By _____
Of Country _____